Angelo State University
Department of Social Work
SWK 4311: Diversity and Ethical Practice

Course Dates, Time, and Location

Fall Semester, 2019: August 26, 2019 to December 13, 2019
Online

Instructor Contact Information

Nickie Starkey, M.S.W., LCSW
Adjunct Instructor
E-Mail: tstarkey1@angelo.edu

Office Hours: by appointment in Collaborate or by email. I will do my best to reply to all emails within 24 hours, but no later than 48 hours.

Course Description

SWK 4311 Diversity and Ethical Practice (3-0). An introduction to understanding and applying ethical decision-making with diverse populations. Prerequisites: SWK 2307.

Course Introduction

This course is designed to increase student awareness, knowledge and understanding of issues related to the diverse populations served in generalist social work practice. Additional topics covered include a history of the evolution of ethics in social work, ethics theories, and the ethical decision-making process.

(The instructor reserves the right to modify this syllabus throughout the semester if necessary.)
Student Learning Outcomes and Course Competencies: Social Work Knowledge, Values, and Skills

Competency 1: Demonstrate Ethical and Professional Behavior

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession's history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice.

Competency 2: Engage Diversity and Difference in Practice

Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture’s structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies.

(The instructor reserves the right to modify this syllabus throughout the semester if necessary.)
to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

**Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.

**Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration.

**Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically

(The instructor reserves the right to modify this syllabus throughout the semester if necessary.)
evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

**Course Materials**

*Required Texts:*


*Recommended Supplemental Text:*


**NOTE:** All assignments submitted in this course are to be written in strict accordance with the *Publication Manual of the American Psychological Association* (6th ed.) 2nd Publication.

**Internet Resources of Possible Interest:**


**Grading Information**

**Grading Scale:**

<table>
<thead>
<tr>
<th>Score Range</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>90 – 100</td>
<td>A</td>
</tr>
<tr>
<td>80 – 89</td>
<td>B</td>
</tr>
<tr>
<td>70 – 79</td>
<td>C</td>
</tr>
<tr>
<td>60 – 69</td>
<td>D</td>
</tr>
<tr>
<td>59 or Below</td>
<td>F</td>
</tr>
</tbody>
</table>

**Point Values and Description for Assignments and Examinations:**

<table>
<thead>
<tr>
<th>Assignment Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Performance</td>
<td>10%</td>
</tr>
<tr>
<td>Discussion Threads</td>
<td>15%</td>
</tr>
<tr>
<td>Ethical Dilemma Assignments</td>
<td>20%</td>
</tr>
<tr>
<td>Examinations</td>
<td>30%</td>
</tr>
<tr>
<td>PowerPoint Presentation</td>
<td>25%</td>
</tr>
</tbody>
</table>

(The instructor reserves the right to modify this syllabus throughout the semester if necessary.)
Professional Performance

This is relevant to participation (all students are required to engage in discussion boards by answering the discussion questions that will be posted by instructor and commenting on the posts of fellow students); including frequency and quality; professional presentation; and so forth. The expectation for students in a social work program is that they are motivated to learn and have a sense of dedication to their studies. Participation also includes the timely submissions of all assignments and the professionalism of your interaction with your peers.

Discussion Board

Students are expected to answer each weekly discussion question. Each student must post an original response by Wednesday. If you do not participate in the weekly group discussion, you will receive a “0”. All students will also respond to at least 1 of your peer postings each week. The responses to your peers must be more than: “I agree with you”, “Great post”, etc. There needs to be critical thinking, relevant content to topic, and content from the book. (You must locate at least 1 peer reviewed journal article or use your book as a resource for your post. You must also respond to at least 1 of your peer’s posts making sure you use a credible resource for each post).

Ethical Dilemma Assignments

There will be 5 ethical dilemma vignettes during the semester where you are expected to utilize the content from the textbook to provide a 1-2 page response, which you will post in the discussion board section.

Examinations

There will be three (3) double attempt, timed, examinations (75 mins) in this course. Each of these examinations is worth 10% of your total course grade. You will take each of these examinations via Blackboard using the Respondus Monitor LockDown browser. You may not use notes, ppts, textbook, or other materials to take the exam.

(The instructor reserves the right to modify this syllabus throughout the semester if necessary.)
Testing via Respondus™ Monitor

Access to Exams will be through Respondus™ Lockdown Browser and will be video recorded via Respondus™ Monitor [See Other Required Materials for a list of needed equipment]. Use of another electronic device is prohibited.

There is one practice quiz: a short 10 question practice quiz over ASU trivia that is not graded. This tool will be available to the student to assure accessibility. Students are highly encouraged to go through the practice quiz in advance of taking a graded quiz. This process will allow you to become familiar with the technology associated with testing and improve the testing environment. These quizzes, instructional videos, and more information regarding Respondus Monitor can be found under the Respondus Monitor Help tab in your Blackboard course.

- Computer with MAC or Windows Operating System
- High Speed Internet Access
- Ethernet Cable
- Webcam (Please note: a plug-in webcam allows the student to perform thorough environmental scans).

Refer to Angelo State University’s Distance Education website for further technology requirements: http://www.angelo.edu/online-education/index.php

PowerPoint Presentation 25%

Your course project involves a power point on a topic of your choice. You will make this presentation as if you are giving to other professional social workers and it will be an ethics driven presentation. You must include not only content from the textbook, but you will need to include 5 peer-reviewed journal articles as well. You will record the PPT presentation and upload into Blackboard (I will give you the direction on how/where to do that later). Each PPT presentation will be at least 15 minutes long, but not more than 25. I will provide you a rubric in the next couple of weeks with more guidelines. You will need to cite and reference your PPT as you would a paper. Each student will watch and provide feedback to at least 5 other students PPT presentation.

Course Policies

- Please do ask questions that are relevant to the course and feel free to utilize my office hours as I will be online and available to answer questions immediately. I am here to

(The instructor reserves the right to modify this syllabus throughout the semester if necessary.)
help you and I want you to succeed. Any questions posted after 6 pm will be answered the following day.

- Classroom participation is necessary and expected. Students are responsible for understanding Angelo State University’s Class Attendance Regulations, which is available on the web at: http://www.angelo.edu/forms/pdf/2010-2011_Undergraduate_Catalog.pdf

- All students are expected to follow the National Association of Social Workers Code of Ethics.

- Angelo State University expects its students to maintain complete honesty and integrity in their academic pursuits. Students are responsible for understanding the Academic Honor Code, which is available on the web at: http://www.angelo.edu/forms/pdf/Honor_Code.pdf

- Make-up examinations will be considered on a case by case basis and will only be allowed for university approved absences.

- Late assignments are not accepted for any reason unless the reason is approved by the course instructor.

Persons with Disabilities

Persons with disabilities which may warrant academic accommodations must contact the Student Life Office, Room 112 University Center, in order to request such accommodations prior to their being implemented. You are encouraged to make this request early in the semester so that appropriate arrangements can be made. Additional information can be found at: http://www.angelo.edu/services/student_life/disability.html

Course Schedule

<table>
<thead>
<tr>
<th>Week/Dates</th>
<th>Readings/Assignments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Week 1 8/26-8/30</td>
<td>Chapter 1 Lecture: Introduction to Professional Ethics</td>
</tr>
<tr>
<td></td>
<td>Discussion Board Self Introduction</td>
</tr>
<tr>
<td></td>
<td>Chapter 1 Discussion.</td>
</tr>
<tr>
<td>Week 2 9/2-9/6</td>
<td>Chapter 2 Lecture: The Counselor as a Person and as a Professional</td>
</tr>
<tr>
<td></td>
<td>Chapter 2 Discussion</td>
</tr>
</tbody>
</table>

(The instructor reserves the right to modify this syllabus throughout the semester if necessary.)
| Week 3 9/9-9/13 | Chapter 3 Lecture: Values and the Helping Relationship  
**Chapter 3 Discussion**  
Ethical Dilemma Vignette #1 |
|---|---|
| Week 4 9/16-9/20 | Chapter 4 Lecture: Multicultural Perspectives and Diversity Issues  
**Chapter 4 Discussion** |
| Week 5 9/23-9/27 | Chapter 5 Lecture: Client Rights and Counselor Responsibilities  
**Chapter 5 Discussion:**  
Exam 1: Chapter 1-4 (Opens 9/20 @ 5 p.m. and closes 9/23 end of day) |
| Week 6 9/30-10/4 | Chapter 6 Lecture: Confidentiality: Ethical and Legal Issues  
**Chapter 6 Discussion**  
Ethical Dilemma Vignette #2 |
| Week 7 10/7-10/11 | Chapter 7 Lecture: Managing Boundaries and Multiple Relationships  
**Chapter 7 Discussion** |
| Week 8 10/14-10/18 | Chapter 8 Lecture: Professional Competence and Training  
**Chapter 8 Discussion**  
Ethical Dilemma Vignette #3 |
| Week 9 10/21-10/25 | Chapter 9 Lecture: Ethical Issues in Supervision  
**Chapter 9 Discussion**  
Exam 2: Chapters 5-8 (Opens 10/18 @ 5 p.m. and closes 10/21 end of day) |
| Week 10 10/28-11/1 | Chapter 10 Lecture: Issues in Theory and Practice  
**Chapter 10 Discussion**  
**November 1 is the final day to drop classes** |
| Week 11 | Chapter 11 Lecture: Ethical Issues in Couples and Family Therapy |

(The instructor reserves the right to modify this syllabus throughout the semester if necessary.)
| Week 12 11/11-11/15 | Chapter 11 Discussion  
| Ethical Dilemma Vignette #4 |
| Week 13 11/18-11/22 | Chapter 12: Ethical Issues in Group Work  
| Chapter 12 Discussion |
| Week 14 11/25-11/29 | Chapter 13: Community and Social Justice Perspectives  
| Chapter 13 Discussion  
| Ethical Dilemma Vignette #5 |
| Thanksgiving: 11/27-11/29 | November 27-29 Thanksgiving Holiday |
| Week 15 12/2-12/6 | PowerPoint Presentations are due on Monday by 8:00 am  
| Discussion to PowerPoint Presentations |
| Week 16 12/9-12/13 | Final Exam: Chapters 9-13 (Opens 12/9 @ 8 a.m. and closes 12/10 end of day) |

(The instructor reserves the right to modify this syllabus throughout the semester if necessary.)